

Personnel Department

San Luis Obispo County



MINUTES OF REGULAR MEETING OF THE CIVIL SERVICE COMMISSION **WEDNESDAY MAY 23, 2001, 9:00 A.M.**

Personnel Conference Room
County Government Center
San Luis Obispo, California

Present: Commissioners John Burnham, Cyrus Hays, Terry O'Farrell and President Robert Bergman.
Commissioner Nix arrived at 9:05 a.m.

Absent: None

Staff present: Santos Arrona, Acting Commission Secretary; Angie Passant, Recording Secretary.

Counsel: Warren Jensen

1. CALL TO ORDER

President Bergman called the meeting to order at 9:00 a.m., and led the flag salute.

2. PUBLIC COMMENT PERIOD

President Bergman addressed the public/audience for anyone wishing to address the Commission during Public Comment Period.

There being no comments, Commissioner Bergman closed the Public Comment period.

3. MINUTES

April 25, 2001.

IT WAS MOVED by Commissioner O'Farrell and seconded by Commissioner Burnham and carried to approve the minutes for April 25, 2001 as amended, with strike-out in MOTION on item 5B.

4. MONTHLY REPORT

April 2001

IT WAS MOVED by Commissioner Hays and seconded by Commissioner Burnham carried to approve the Monthly Report for April, 2001

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Personnel Department

San Luis Obispo County

5. CREATE CLASSIFICATIONS/NEW SPECIFICATIONS

A. Utility Coordinator

Dori Duke – Personnel Analyst commented on this specification and introduced Duane Leib Director of General Services to answer any questions.

Commissioner Burnham inquired if this recruitment was only for the current crisis in California.

Duane Leib – Director of General Services stated that this recruitment was for all the utilities that the County is involved in on a continuous basis.

President Bergman asked if this would be an open recruitment.

Duane Leib stated that it would be an open recruitment.

IT WAS MOVED by Commissioner Burnham and seconded by Commissioner Nix to approve the specification for Utilities Coordinator.

6. REVISED SPECIFICATIONS:

A. Personnel Care Aide (Home Health Aide)

Dori Duke – Personnel Analyst commented on this specification and introduced Leland Collins Director of Social Services to answer any questions.

Leland Collins – Director of Social Services answered questions from the Commissioners.

IT WAS MOVED by Commissioner O'Farrell and seconded by Commissioner Burnham to approve the specification for Personal Care Aide.

7. MEDICAL SERVICES REORGANIZATION:

Rich Granger Principal Personnel Analyst was present on behalf of Sue Wilkison – Personnel Analyst. He introduced Hank Skau from Casey and Associates at General Hospital.

Commissioner Nix asked for some clarification on the new organizational chart.

Hank Skau stated that this should have been revised.

Commissioner Nix stated that under Housekeeping/Engineering etc., she noticed they had been moved out of Director of Ancillary Services. She did not note a director for these department, would they be reporting to the CEO, or will there be a director in the future for these support services.

Hank Skau replied that there are lead people in each department and the lead person in the Engineering Dept will report to the CEO.

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Personnel Department

San Luis Obispo County

Commissioner Nix asked if the Director of Business Services was a new position and wished to know if this person would be supervising the Admitting Director.

Hank Skau confirmed this.

Commissioner Nix had further questions on the Medical Records Technician and Sr. Medical Records Technician and wondered if these were a career series.

Rich Granger pointed out that under the Definition it did state that it was a series.

IT WAS MOVED by Commissioner Burnham and seconded by Commissioner Nix to approve the specification for Medical Services.

8. DELETED SPECIFICATIONS:

None

9. FUTURE AGENDAS:

Nothing to Report. President Bergman requested a closed session meeting with Counsel Larry Frierson before the commencement of the Lum hearing date of June 14, 2001.

10. TIME RESERVED FOR COMMISSION PRESIDENT

Nothing to report

11. TIME RESERVED FOR COMMISSION ATTORNEY

Nothing to report

12. TIME RESERVED FOR COMMISSION SECRETARY

Santos Arrona – Acting Commission Secretary commented on the memo provided to the commission regarding rule 12.14 “Voluntary Reductions”.

President Bergman stated that he did not want to pursue any dialogue on this issue and requested this be deferred to another date and be placed on the agenda.

Leland Collins voiced some concerns he had regarding the way this issue was handled within the Personnel Department.

President Bergman inquired of Warren Jensen – County Counsel who agreed with President Bergman’s request to defer this to a later meeting and have the item agendaized.

14. FINDINGS AND DECISION: APPEAL OF TERMINATION – CHRIS NAGELSCHMIDT

President Bergman wished to have this item moved up on the agenda and for a brief closed session with counsel.

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Personnel Department

San Luis Obispo County

President Bergman re-opened the meeting and stated that the draft Findings and Decision for Mr. Nagelschmidt were not complete at this time.

13. HEARING: APPEAL OF TERMINATION BY A PUBLIC EMPLOYEE, CASE G01-21- JUDY EZELL

President Bergman addressed Ms. Ezell and asked that she state if this was to be an open or closed hearing.

Ms. Ezell stated that an open hearing was acceptable and that she had new documents to submit to the Commission for consideration.

President Bergman instructed Ms. Ezell that if she wished to submit new documents, the respondent needed to see the documents before the Commission to voice any objections, if any, to them being entered into the hearing.

Witnesses were sworn in and dismissed to be called individually.

President Bergman explained the process and progression of the hearing.

Commissioner Hays asked for clarification of the actual hearing issue.

Warren Jensen – County Counsel stated that Ms. Ezell seemed to be requesting more time to recover from her illness and was asked if she had an idea when she would be able to return to work.

Judy Ezell replied that she would either return to work or voluntarily terminate her employment by January 14, 2002.

Dale Wolff, M.D. – Director of Mental Health was present to represent the department. He reviewed the new exhibits Ms. Ezell presented and had no objections.

There were several witnesses called to testify both for Dale Wolff, M.D. and Ms. Judy Ezell.

After hearing the grievance, President Bergman stated that the Commission would now go into closed session with counsel. He informed Ms. Ezell that the Commission would meet again within the month to give the final Findings and Decision and that she would be notified of that date.

The meeting was re-opened by President Bergman.

15. ADJOURNMENT

There being no further business, the regular meeting was adjourned.

The taped recording will act as the official minutes for this hearing. See tapes #1-4.

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